

2013 DRAFTING REQUEST

Assembly Amendment (AA-AB40)

Received: **5/24/2013** Received By: **rchampag**
Wanted: **Soon** Same as LRB:
For: **Legislative Fiscal Bureau** By/Representing: **Pope**
May Contact: Drafter: **rchampag**
Subject: **Employ Pub - civil service** Addl. Drafters:
Extra Copies:

Submit via email: **YES**
Requester's email: **Legislative Fiscal Bureau**
Carbon copy (CC) to:

Pre Topic:

LFB:.....Pope -

Topic:

UW Compensation and Personnel System

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/1	rchampag 5/28/2013	csicilia 5/24/2013	jmurphy 5/24/2013	_____	srose 5/24/2013		
/2	rchampag 6/3/2013	csicilia 5/28/2013	jmurphy 5/28/2013	_____	mbarman 5/28/2013		
/3	rchampag 6/4/2013	jdyer 6/3/2013	jmurphy 6/3/2013	_____	mbarman 6/3/2013		
/4		jdyer	phenry	_____	sbasford		

Vers. Drafted

Reviewed
6/4/2013

Typed
6/4/2013

Proofed

Submitted
6/4/2013

Jacketed

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/2	rchampag 6/3/2013	csicilia 5/28/2013	jmurphy 5/28/2013	<u>JE</u>	mbarman 5/28/2013		
/3		jdyer 6/3/2013	jmurphy 6/3/2013	<u>X Ph</u>	mbarman 6/3/2013		

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Delay 16.505 (2M), but not 20.916 (10) &
16.417 (?) (F)

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/1	rchampag 5/28/2013	csicilia 5/24/2013	jmurphy 5/24/2013	_____	srose 5/24/2013		
/2		csicilia 5/28/2013	jmurphy 5/28/2013	_____	mbarman 5/28/2013		

FE Sent For:

36/3 jld
6/3 jmt
4/3 s/r

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/1	rchampag 5/24/2013	csicilia 5/24/2013	jmurphy 5/24/2013	_____	srose 5/24/2013		

FE Sent For:

2 y/s 5/28
13
Jm 5/28
Jm 5/28
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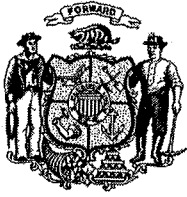
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/1	rchampag	Tjs 5/24 12	jm 5/24	self			
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FE Sent For:

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Legislative Fiscal Bureau

One East Main, Suite 301 • Madison, WI 53703 • (608) 266-3847 • Fax: (608) 267-6873
Email: fiscal.bureau@legis.wisconsin.gov • Website: <http://legis.wisconsin.gov/lfb>

May 23, 2013

Joint Committee on Finance

Paper #676

GPR Funding Increase and Compensation Plans (UW System)

[LFB 2013-15 Budget Summary: Page 477, #2 and Page 478, #3]

CURRENT LAW

The Board of Regents recommends a proposal for adjusting the compensation and employee benefits for faculty, academic staff, and certain administrative positions to the Director of the Office of State Employment Relations (OSER). After receiving the Board of Regents recommendations, the OSER Director submits a proposal to the Joint Committee on Employment Relations (JCOER) for adjusting compensation and employee benefits for those employees. By statute, this proposal is based upon the competitive ability of the Board of Regents to recruit and retain qualified faculty and academic staff; data collected as to rates of pay for comparable work in public services, universities, and commercial and industrial establishments; recommendations of the Board of Regents; and any special studies carried on as to the need for any changes in compensation and employee benefits to cover each year of the biennium. The proposal for such pay adjustments may contain recommendations for across-the-board pay adjustments, merit or other adjustments, and employee benefit improvements.

Under 2011 Act 32, the Board of Regents and the UW-Madison chancellor will recommend proposals to the OSER Director for adjusting compensation and employee benefits for all UW employees not covered by collective bargaining agreements beginning July 1, 2013.

Funding for adjustments to compensation and employee benefits for UW faculty, academic staff, and certain administrative positions approved by JCOER is provided to the UW System via supplements from the compensation reserves. Funding for these adjustments is added to the UW System's base budget during the budget process in the following biennium.

In addition, the Board of Regents may only increase faculty and academic staff salaries under the following circumstances: (a) as provided under the pay plan approved by the Joint

Committee on Employment Relations (JCOER); (b) to fund job reclassifications or promotions; (c) to correct salary inequities; and (d) to recognize competitive factors.

GOVERNOR

Authorize the Board of Regents to establish compensation plans for all UW System employees except those employees assigned to UW-Madison and authorize the UW-Madison Chancellor to establish compensation plans for all UW System employees assigned to UW-Madison. Delete the requirement that the Director of the Office of State Employment Relations submit a proposal for adjusting compensation and employee benefits for UW System employees to the Joint Committee on Employment Relations (JCOER). Delete four program supplement appropriations to fund the cost of pay and related adjustments approved by JCOER for UW System employees and related references.

Specify that the Board of Regents would set the salaries of each UW System employee subject to the limitations included in the pay plans approved by the Board of Regents and the UW-Madison Chancellor. Delete current law language limiting the Board of Regents' authority to increase employee salaries employee salaries and a related report. In addition, define "continuous service" as service performed while employed by a state agency or the Board of Regents.

Provide \$32,388,500 GPR in 2013-14 and \$57,056,000 GPR in 2014-15 in the following four appropriations: (1) general program operations (\$31,688,000 in 2013-14 and \$55,982,000 in 2014-15); (2) State Laboratory of Hygiene (\$285,700 in 2013-14 and \$438,000 in 2014-15); (3) Veterinary Diagnostic Laboratory (\$165,100 in 2013-14 and \$253,100 in 2014-15); and (4) UW System Administration (\$249,700 in 2013-14 and \$382,900 in 2014-15).

DISCUSSION POINTS

1. UW leaders have indicated that addressing the gap between faculty salaries at UW institutions and peer institutions is one of their top budget priorities. Table 1 shows the percentage difference between UW faculty salaries and the national average for faculty salaries at other public doctoral, master's, and associate's institutions by faculty rank and institution. As shown in the table, salaries for full professors, generally the most senior faculty, are more than 10% below the national average for full professors at similar institutions at all UW institutions other than UW-Madison and more than 20% below the national average at seven of the 13 four-year institutions. Similarly, salaries for associate professors are more than 10% below the national average for associate professors at similar institutions at all UW institutions other than UW-Madison and UW-Whitewater. The salary gap for assistant professors is generally less than for full and associate professors. Assistant professors are generally new hires and, as such, their salaries are determined by the market instead of by previous pay plans.

TABLE 1

Percent Difference between UW Salaries for Full-Time, Nine Month Faculty and National Averages for Similar Public Institutions by Institution and Faculty Rank, 2012-13

<u>Campus</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
Madison	-3.7%	8.1%	5.9%
Milwaukee	-21.3	-14.1	5.1
Eau Claire	-19.1	-15.4	-3.1
Green Bay	-22.7	-19.6	-8.2
La Crosse	-13.4	-13.5	-4.1
Oshkosh	-17.0	-14.4	-4.6
Parkside	-16.1	-10.1	-8.4
Platteville	-23.3	-22.3	-14.6
River Falls	-20.3	-12.9	-9.5
Stevens Point	-24.3	-19.5	-14.4
Stout	-21.1	-15.6	-9.3
Superior	-24.5	-19.1	-12.1
Whitewater	-13.6	-9.7	2.3
Colleges	-17.9	-29.5	-27.0

Source: American Association of University Professors Annual Report on the Economic Status of the Profession.

2. UW officials have stated that the significant difference between faculty salaries at UW institutions and those at other public institutions makes it difficult for them to retain high-quality faculty and to recruit new faculty in high-demand fields such as nursing and engineering. These differences in faculty salaries may have the effect of lowering the overall quality of UW institutions and may have a direct impact on the quality and level of instruction and advisement that students receive as well as the amount of extramural research funding the institutions are able to attract.

3. In general, the salary increases provided for UW faculty and academic staff in JCOER-approved pay plans have been the same as salary increases approved by JCOER for all other state employees. If JCOER continues this practice in the future, it seems unlikely that the gap between salaries for UW faculty and average faculty salaries at similar public institutions will be reduced as JCOER is unlikely to provide the significant salary increases required to address this gap for all state employees. Authorizing the Board of Regents and the UW-Madison chancellor to approve compensation plans for UW employees would allow them to provide greater salary increases to UW employees than are provided for all other state employees. UW officials have argued that this flexibility is necessary to address the significant compensation issues that exist at UW institutions. Pay plans approved by the Board of Regents and the UW-Madison chancellor would be funded with the institutions' own resources including base GPR funding, tuition, gifts and grants, and other resources.

4. The Special Task Force on UW Restructuring and Operational Flexibilities similarly

recommended that the Board of Regents not be included in the state compensation plan. The Task Force recommended that the Board of Regents request funding for adjustments in employee compensation and benefits in its biennial budget request. The Task Force also recommended that the Board of Regents be granted the authority to provide merit-based salary increases to UW employees using base resources.

5. Under current law, the Board of Regents may only provide merit-based salary increases to faculty and academic staff when authorized to do by the JCOER-approved pay plan. The pay plans approved by JCOER for the 2009-11 and 2011-13 biennia did not include any funding for salary increases for faculty and academic staff, thus prohibiting the Board of Regents from providing merit-based salary increases in those biennia. The JCOER-approved pay plan did provide salary increases of 2% in 2007-08 and 1% in 2008-09 for UW faculty and academic staff; however, Board of Regents policy requires that pay plan increases of 2% or less be distributed across-the-board on the basis of strong performance. As a result, the Board of Regents have not authorized merit-based salary increases for UW faculty and academic staff in any of the last six years.

6. Statutes authorize the Board of Regents to provide salary increases to faculty and academic staff to address competitive factors. In past years, UW institutions have used this authority to make counteroffers to faculty and academic staff members who have received employment offers from other institutions and to proactively adjust the salaries of faculty and academic staff who are the most likely to be recruited by other institutions. More recently, UW institutions have used this authority to provide salary increases to employees whose salaries are significantly below those of their peers at other institutions. For example, in June, 2012, UW-La Crosse provided salary increases of \$2,000 to more than 70 faculty and academic staff members whose salaries were less than 80% of the median salary for their position at peer institutions. In the same month, UW-Madison announced that it would provide increases of at least 5% to one-third of its faculty and academic staff to address salaries that were below market. The salary increases at UW-La Crosse and UW-Madison, like all salary increases awarded to address competitive factors, were funded with the institution's base resources. (Previous biennial budgets provided additional GPR funding and tuition revenue to support salary increases for high demand faculty and academic staff. In 2005-07, \$2,500,000 GPR was provided for this purpose; in 2007-09, \$6,922,900 GPR and \$3,077,100 tuition revenue was provided; and in 2009-11, \$9,750,000 GPR and \$5,250,000 tuition revenue was provided. However, no such funding was provided for this purpose in the 2011-13 biennium or in the Governor's proposed 2013-15 biennial budget.)

7. Under current law, the Legislature, through the JCOER process and limits included in state statute, controls the salaries of all UW employees even though many such employees are paid with revenues other than state GPR and tuition. As of April 1, 2013, 39% of UW-Madison employees were funded through a combination of state GPR and tuition revenues; 35% were funded with tuition and other program revenues including gifts and nonfederal grants and contracts; and 26% were funded with federal funds. By comparison, 66% of all other UW System employees were funded through a combination of state GPR and tuition revenues; 26% were funded with tuition and other program revenues including gifts and nonfederal grants and contracts; and 7% were funded with federal funds. Because a large number of UW employees, particularly at UW-Madison, are funded with revenues other than state GPR and tuition, it may be reasonable to grant

the Board of Regents and the UW-Madison Chancellor more flexibility in the area of compensation than other state agencies.

8. The compensation reserves under the bill do not include reserve amounts for the UW System. Instead, the bill would provide \$32,388,500 GPR in 2013-14 and \$57,056,000 GPR in 2014-15 directly to the UW System. Although this additional funding has not been allocated for specific purposes, the administration has indicated that these amounts have been provided to fund increases in fringe benefit costs and salaries for UW employees. According to DOA staff, these amounts were calculated using the same methodology as was used to calculate the amounts in the compensation reserves for all other state agencies. The UW System would not receive supplements from the state's compensation reserves under the bill. If the Committee decided to delete the language permitting the Board of Regents and the UW-Madison Chancellor to approve pay plans for UW employees without JCOER approval, the funding provided under the bill for increases in fringe benefits costs and salaries for UW employees could be transferred to the compensation reserve.

9. It should be noted that the majority of the funding provided to the UW System for compensation increases would fund projected increases in fringe benefit costs. According to data provided by DOA, an estimated \$65.2 million of the \$89.4 million provided under the bill for compensation increases for UW employees would be used to fund increases in fringe benefit costs. If these funds are not provided, the UW System would have to make reductions elsewhere in its base budget to fund these cost increases. Because fringe benefits costs are determined by the Department of Employee Trust Funds (ETF), not the Board of Regents or the UW-Madison chancellor, the UW has little control over these costs.

10. Although the Governor's budget does not specify an amount of tuition revenues that would be required to fund the compensation increases for which GPR funding has been provided, JCOER-approved compensation plans for UW employees have traditionally included a tuition revenues component. It is estimated that tuition revenues of \$15,278,200 in 2013-14 and \$23,922,100 in 2014-15 would be required to fund the compensation increases included in the Governor's budget. In the case of a tuition freeze, the UW System could fund the tuition portion of these compensation increases with funds from its tuition appropriation balance.

11. Under current law, all agencies, including the UW System, receive pay plan supplements through the compensation reserves to fund salary and fringe benefit increases approved by JCOER during the biennium. Agencies request full funding of salaries and fringe benefits as a standard budget adjustment through the biennial budget process. GPR funding provided to the UW System for full funding of salaries and fringe benefits in recent biennia has been significant. The UW System received \$45,707,400 in 2007-08 and \$47,163,000 in 2008-09 for full funding of salaries and fringe benefit costs; \$37,552,600 annually for these costs in 2009-11 biennium; and \$61,586,200 annually for these costs in the 2011-13. The bill would similarly provide the UW System with \$9,550,500 annually for these costs during the 2013-15 biennium. Under the bill, the UW System would not receive pay plan supplements during the 2013-15 and future biennia and would not request standard budget adjustments for full funding of salaries and fringe benefits beginning in the 2015-17 biennium as pay plan funds would be provided in the UW System's base budget.

12. One concern that legislators may have regarding authorizing the Board of Regents and the UW-Madison Chancellor to approve compensation plans for UW employees may be the effect of doing so on tuition rates. While tuition revenues currently fund a significant portion of the UW System's payroll and may be used to fund compensation increases in the future, the Legislature could limit tuition increases by law as it did during the 2011-13 biennium. Legislators may also be concerned that this provision would reduce legislative oversight of UW pay plans. While compensation plans for UW employees would no longer be approved by JCOER, the Legislature would continue to determine the amount of state GPR funding provided to the University and could control tuition increases if it so chooses. Because the Legislature would have substantial control over these funds, which make up 35% of UW-Madison's budget and 60% of the budgets of all other UW institutions combined, the Legislature would still have substantial influence in regards to pay plans for UW employees. In addition, eliminating the JCOER process for UW employees could allow pay plans and tuition rates to be discussed during the budget process possibly increasing the level of transparency and legislative oversight.

13. The Governor's budget would permit the UW-Madison Chancellor to approve compensation plans for UW-Madison employees separate from the compensation plans approved by the Board of Regents for all other UW employees. One could argue that a separate pay plan for UW-Madison is necessary because that institution competes for talent in a different market than the other institutions. In particular, UW-Madison has a much bigger research program than any of the other UW institutions and must recruit and retain top research faculty in addition to the instructional faculty employed by all UW institutions. According to the Chronicle of Higher Education, UW-Madison ranked tenth nationally in terms of federally funded research and development expenditures in 2010. In that year, federal research and development expenditures at UW-Madison totaled \$545.2 million. This far exceeds the federal research and development expenditures at UW-Milwaukee, the UW institution with the second largest research program, which were budgeted at \$47 million in 2012-13.

14. However, the salary data shows that UW-Madison is the least far behind other similar public institutions in terms of faculty salaries which may indicate that UW-Madison has been able to address salary issues within the parameters of current law. In that case, providing UW-Madison with flexibilities in this area that are beyond what are provided to all UW institutions may be unnecessary.

15. Under the bill, the Board of Regents would establish compensation plans for all UW System employees except those employees assigned to UW-Madison and the UW-Madison Chancellor would establish compensation plans for all UW System employees assigned to UW-Madison. Granting the Board of Regents this authority may be appropriate. The Board of Regents is established by statute as the governing board of the UW System; 16 of the 18 members of the Board are appointed by the Governor and approved by the Senate; and the Board holds regular open meetings and is subject to open meetings law. By contrast, the UW-Madison Chancellor is appointed by the Board of Regents; the appointment of the Chancellor does not require approval by the Governor, the Legislature, or any other elected official. To avoid vesting considerable authority in a single, unelected person, it may be appropriate require to Board of Regents, as the governing board of the UW System, to approve compensation plans proposed by the UW-Madison Chancellor for UW System employees assigned to UW-Madison.

16. While national data shows that salaries for UW faculty are below those for faculty at other public institutions, it is less clear whether and to what extent the salaries of UW academic staff are less than the salaries of academic staff at other public institutions. The American Association of University Professors (AAUP) collects and publishes faculty salary and compensation data annually; however, no such data source exists for academic staff titles.

17. The UW System provided salary comparisons for select academic staff titles in the report of the Competitive University Workforce Committee (CUWC), released in June, 2010. According to that report, the average salaries for academic staff with the title of "lecturer" and "researcher" were 23.7% and 12.2%, respectively, behind salaries for academic staff with the same titles at peer institutions in 2008-09 based on data from the U.S. Department of Education and the College and University Professional Association for Human Resources. While the CUWC report showed that salaries for certain academic staff titles were significantly below those at peer institutions, employees in those titles represented only 18% of all academic staff positions budgeted in the 2008-09 academic year.

18. UW officials have argued providing greater salary increases to UW employees than to all state employees is justified because UW institutions compete in a national market, and sometimes an international market, for talent whereas the state is generally able to hire the employees it needs from the local talent pool. While this may be true for faculty and certain academic staff positions, UW classified staff positions and many academic staff positions perform duties similar to those performed by state employees at other agencies and are similarly drawn from the local talent pool. (Under 2011 Act 32, UW classified staff positions would be transferred to the proposed UW personnel systems and be referred to as "university staff.") For this reason, the Committee may wish to modify the Governor's recommendation to authorize the Board of Regents to approve compensation plans for faculty only.

ALTERNATIVES

1. Approve the Governor's recommendation.
2. Modify the Governor's recommendation to require the UW-Madison Chancellor to submit proposed pay plans to the Board of Regents for approval.
3. Modify the Governor's recommendation to grant the Board of Regents and the UW-Madison Chancellor authority to approve pay plans for faculty only. Transfer the amount provided for compensation increases for academic and classified (university) staff to the compensation reserve. [-\$18,404,900 GPR and \$18,404,900 GPR compensation reserves in 2013-14 and -\$21,441,500 GPR and \$21,441,500 GPR compensation reserves in 2014-15]

ALT 3	Change to Bill Funding
GPR	- \$39,846,400
GPR-Comp Reserves	39,846,400
Net Change	\$0

4. Delete provision. Transfer the GPR funding provided for compensation increases for UW employees to the compensation reserve. [-\$32,388,500 GPR and \$32,388,500 GPR compensation reserves in 2013-14 and -\$57,056,000 GPR and \$57,056,000 GPR compensation reserves in 2014-15]

ALT 4	Change to Bill Funding
GPR	- \$89,444,500
GPR-Comp Reserves	<u>89,444,500</u>
Net Change	\$0

Prepared by: Emily Pope

Representative Nygren
Senator Darling
Senator Harsdorf
Representative Strachota

UNIVERSITY OF WISCONSIN SYSTEM
HIGHER EDUCATIONAL AIDS BOARD

Omnibus Motion
[LFB Papers #365 to 367, #675 to 683]

12

Motion:

Move to make the following modifications to the bill related to the University of Wisconsin System:

1. *PR Appropriation Balances:* Direct the UW System to develop an appropriate methodology to calculate the tuition and extension fees appropriation balances and other relevant appropriation balances. Require the UW System to submit this proposed methodology to the Joint Audit Committee by September 1, 2013, for its review and approval. In addition, require the UW System to submit proposed appropriation balance limits for the UW System as a whole, and for individual UW institutions and related reporting requirements, by January 1, 2014, to the Joint Finance Committee for approval through a 14-day passive review process. Further, require the submission for JFC approval to also include UW System policies regarding: (1) the annual distribution of tuition revenues and state GPR funds to UW institutions; and (2) the expenditure of GPR funds and tuition revenues during the fiscal year.

In addition, adopt Alternative #B1 of Paper #675, which would specify that undergraduate, resident tuition in 2013-14 and 2014-15 cannot exceed the amount charged at each institution in 2012-13. Specify that only differential tuitions approved prior to June 1, 2011, would be exempt from this limit. In addition, specify that the allocable portion of segregated fees charged at each UW institution in 2013-14 and 2014-15 cannot exceed the amount charged in 2012-13.

2. *GPR Funding Increase and Compensation Plans:* Adopt Alternative #4 of Paper #676 which would transfer the GPR funding provided for compensation increases for UW employees to the compensation reserve and delete the related statutory language. In addition, delay the effective date of provisions adopted under 2011 Act 32 related to the creation of personnel systems for UW employees that would be separate from the state personnel system until July 1, 2015. Specify that the personnel systems would have to be approved by the Joint Committee on Employment Relations before they could take effect. [-\$32,388,500 GPR and \$32,388,500 GPR compensation reserves in 2013-14 and -\$57,056,000 GPR and \$57,056,000 GPR compensation reserves in 2014-15]

3. *Base Budget Reduction:* Reduce the UW System's GPR general program operations appropriation by \$32,844,300 annually.

4. *Incentive Grants:* Adopt Alternative #A2 of Paper #677 which would delete \$10,000,000 GPR annually and require the Board of Regents to allocate \$10,000,000 in each year of the biennium from its program revenue appropriation for general operations to the new incentive grant program. In addition, adopt alternatives #B2, #B4, and #B5. The alternatives would: (1) specify that grants awarded for the creation or expansion of programs, courses, or services could be awarded for a period of up three years; (2) require the Board of Regents to jointly determine with DWD high-demand fields for workers with bachelor's, master's, and doctoral degrees and permit the Board of Regents to award grants to increase the number of degrees awarded by UW institutions in those fields instead of fields jointly determined by DWD and the WTCS Board; (3) require the Board of Regents and the UW-Madison Chancellor to include the goals, results, and budget for each program that was awarded funds through the incentive grant program and, in the case of the report submitted by the Board of Regents, a systemwide summary of this information in the annual accountability report submitted to the Governor and the Legislature; and (4) require the Board of Regents and the UW-Madison Chancellor to include the following measures in the annual accountability reports: (a) economic development programs undertaken; (b) the number of degrees awarded in fields for which the occupational demand is high or in fields that are jointly determined by DWD and the Board of Regents to be high-demand fields; (c) the number of students participating in internships and cooperative work experiences; (d) the average time required to obtain a degree; (e) the number of high school pupils who have earned credit at UW institutions; and (f) improvements made in the transfer of credit between institutions of higher education. In addition, require that the plan that would be submitted by the Board of Regents to the DOA Secretary for his or her approval also be submitted to the Joint Committee on Finance for approval under a 14-day passive review process.

5. *Carbone Cancer Center:* Adopt Alternatives #2, 3, and 4 of Paper #678 which would delete \$3,750,000 GPR in 2013-14 and the related appropriation and require the Board of Regents to allocate \$3,750,000 over the biennium from its program revenue appropriation for general program operations for translational imaging research. Specify that these funds must be drawn from PR appropriation balances held by UW System. In addition, delete the language requiring the Carbone Cancer Center to submit a fundraising plan to the DOA Secretary and instead specify that the Carbone Cancer Center could not expend the program revenue identified for this purpose until it has demonstrated that \$3,750,000 from federal, private, and other sources has been secured for the same purpose. Require the Carbone Cancer Center to submit an expenditure plan to the Joint Committee on Finance for approval through a 14-day passive review process and specify that none of the funds provided may be expended until that plan has been approved.

6. *Funding for Medical School Programs:* Adopt Alternative #2 of Paper #679 which would delete \$1,500,000 GPR annually provided under the bill for this purpose and instead require the Board of Regents to allocate \$1,500,000 in each year of the biennium from its program revenue appropriation for general program operations for the WARM and TRIUMPH programs.

7. *Flexible Option:* Adopt Alternative #2 of Paper #680 which would delete \$650,000 GPR in 2013-14 and \$1,300,000 GPR in 2014-15 and 13.0 GPR positions provided under the bill for this purpose and instead require the Board of Regents to allocate the same amounts of funding from its program revenue appropriation for general program operations for the flexible option.

8. *Plan for Funding Initiatives with PR Appropriation Balances:* Require the Board of Regents to submit a plan to the Joint Committee on Finance identifying the sources of the PR funds that would be used to fund the incentive grant program, Carbone cancer center translational imaging research at the Carbone cancer center, the medical school programs, and the flexible option as described in items #4-7 of this motion. Specify that the plan should be submitted within 90 days of the effective date of the bill and would be approved by the Joint Committee on Finance through a 14-day passive review process.

9. *Core General Education Courses Transfer Agreement:* Adopt Alternatives #1 and #4 of Paper #681 which would delete the phrase "without loss of credit toward graduation or toward completion of a specific course of study" and replace it with "and would satisfy general education requirements at the receiving institution."

10. *Eligibility of Veterans for Tuition and Fee Remissions:* Adopt Alternatives #1 and #2 of Paper #682 which would specify that a veteran must have been a resident for five consecutive years immediately preceding enrollment to be eligible for tuition and fee remissions and delay the effective date of the requirement that a veteran maintain a cumulative grade point average of at least 2.0 to remain eligible for tuition and fee remissions until the first semester beginning after January 1, 2014.

11. *Eligibility of Children and Spouses of Certain Veterans for Tuition and Fee Remissions:* Adopt Alternatives #1 and #2 of Paper #683 which would restore the current law requirement that the veteran must have been a Wisconsin resident at the time of entry into service for children and spouse benefits to be received and delay the effective date of the requirement that a student maintain a cumulative grade point average of at least 2.0 to remain eligible for tuition and fee remissions until the first semester beginning after January 1, 2014.

12. *Transfer Funds from the UW PR Appropriation Balances to WHEG-UW Program Under HEAB:* Create a new PR appropriation under HEAB for the WHEG-UW program and transfer \$58,345,400 in 2013-14 from the UW System's PR appropriation balances to the new appropriation. Delete the \$58,345,400 GPR in 2013-14 that would be provided under the bill for the WHEG-UW program. Repeal the PR appropriation that would be created for the WHEG-UW program on June 30, 2015.

13. *Mandatory Refundable Fees:* Specify that the Board of Regents may provide students with the opportunity to pay an additional fee to support inter-institutional student government organizations but may not require students to pay such fees whether or not they are refundable.

14. *Report on Fees:* Require the Board of Regents to provide a list of all fees charged to students at each institution and the amounts by which these fees have increased in each of the last five years to the Joint Finance Committee and the Joint Audit Committee annually by October 15.

15. *WiscNet:* Delete the AB 40 provision and instead permit the Board of Regents, each UW institution, each UW Colleges campus, and the UW-Extension to serve as a member, shareholder, or partner in or with such third-party entities that satisfy one of the following conditions: (1) the primary purpose is to advance the academic research of higher education

establishments and the Board, institution, UW College campus, or the UW-Extension served as a member, shareholder, or partner in or with the third-party entity on February 1, 2013; or (2) prior to service as a member, shareholder, or partner, the Secretary of the Department of Administration issues a determination to the Board, institution, UW Colleges campus, or the UW-Extension that the primary purpose of the third-party entity is to advance the academic research of higher education establishments. Provide that the Board, each UW institution, each UW Colleges campus, or the UW-Extension may use the services of such third-party entities that satisfy the conditions in par. (1) and (2) above. Modify current law to permit the Board, each UW institution, each UW Colleges campus, or the UW-Extension to participate in the operations of, provide telecommunications services for the purpose of interconnection to, or provide technical support services to, a those third-party entities that satisfy the conditions in par. (1) or (2) above but only in connection with the use of the services offered by those third-party entities. Define "interconnection" as linking with a third-party network for the mutual exchange of traffic.

In addition, specify that the definition of "third-party entity" would include Broadband Optical Research, Education and Sciences Network, Internet2, and the Northern Tier Network Consortium, and does not include WiscNet or its affiliates, successors, or assigns.

Beginning on January 1, 2014, prohibit the Board of Regents from employing any individuals who are also employed by WiscNet, prohibit the Board of Regents from permitting WiscNet to occupy any facilities owned or leased by the Board of Regents, and prohibit the Board of Regents from owning any assets or property in conjunction with WiscNet.

16. *Reestimate Wisconsin Covenant Scholars Grants:* Adopt Alternative #A2 from Paper #365 which would reestimate Wisconsin Covenant Scholars grant program expenditures at \$9,230,000 GPR in 2013-14 and \$12,170,000 GPR in 2014-15. Decrease funding under the bill for the Wisconsin Covenant Scholars grant program by \$2,820,000 GPR in 2013-14 and \$3,940,000 GPR in 2014-15 compared to the bill. In addition, adopt Alternative #B1 which would set maximum grant amounts for third and fourth year students equal to the maximum grant amounts for first and second year students established by HEAB administrative rule. In addition, modify the Wisconsin Covenant Scholars grant appropriation such that it is a sum sufficient appropriation, which would allow HEAB to fully fund the statutory grant amounts in the case that actual demand exceeds budgeted funding.

17. *Funding for WHEG-TCS and Tuition Grant Programs:* Provide \$2,000,000 GPR for the Wisconsin higher education grant (WHEG) program for technical college students and \$1,000,000 GPR for the tuition grant program in 2013-14.

18. *Dental Education Contract:* Adopt Alternative #1 from Paper #366.

19. *Minnesota-Wisconsin Student Reciprocity:* Reestimate payments under the agreement at \$8,250,000 GPR in 2013-14 and \$7,200,000 GPR in 2014-15, which would be \$350,000 less in 2013-14 and \$1,400,000 less in 2014-15 compared to the bill (Paper #367).

Note:

In addition to tuition charges, all students are assessed segregated fees which are used to finance a wide variety of student activities and services including student unions and student centers, student health services, student activities and organizations, intercollegiate and recreational sports, parking and transportation services, and child care. The total segregated fee amount paid by the student consists of allocable fees and nonallocable fees. According to Board of Regents policy, allocable fees are those fees that constitute substantial support for student activities such as student organizations, concerts, lectures, and bus passes. Nonallocable fees are defined as fees that support fixed obligations and programs that require stable funding such as debt service, base operating funds for student unions, and minimum student health services.

Under Board of Regent policy, a mandatory refundable fee (MRF) may be charged to support a Board-recognized student organization with a UW System inter-institutional governance support purpose. After the Board of Regents has approved a MRF, the students at any UW institution may conduct a referendum as to whether to begin such a fee and, once initiated, whether to continue the fee. A referendum to initiate or terminate the MRF at a particular institution may be called by the majority of the student government body at that institution or by a petition signed by at least ten percent of the student body. The referendum language must specify that the amount of the MRF plus postage is refundable upon written request within 45 days of the first day of class.

Currently, the United Council of the UW Students is the only Board-recognized student organization that is funded with a MRF. The MRF charged to support the United Council is \$3 per semester and is paid by students at the following UW institutions: Eau Claire, La Crosse, Madison, Milwaukee, Oshkosh, Parkside, Platteville, Stevens Point, Superior, and the UW Colleges. Based on the United Council's internal budget document, it is estimated that the MRF charged at these institutions generated \$808,500 in 2012-13.

Under the bill, the Board of Regents, UW institutions, UW Colleges campuses, and the UW-Extension would be permitted to service as a member, shareholder, or partner in or with such third-party entities that satisfy one of the following conditions: (1) the third-party entity advances research or higher education and the Board, UW institution, UW Colleges campus, or UW-Extension served as a member, shareholder, or partner in or with the third-party entity on February 1, 2013; or (2) the Secretary of the Department of Administration issues a determination that the third-party entity advances research or higher education prior to the Board of Regent, UW institutions, UW Colleges campus, or UW-Extension serving as a member, shareholder, or partner. The bill would provide that the Board of Regents, an UW institution or UW Colleges campus, or the UW-Extension may use the services of such third-party entities that satisfy the conditions in par. (1) or (2) above. The bill would provide that the Board, each UW institution, each UW Colleges campus, or the UW-Extension may use the services of such third-party entities that satisfy the conditions in par. (1) and (2) above. In addition, the bill would modify current law to permit the Board of Regents, an UW institution or UW Colleges campus, or the UW-Extension to participate in the operations of, or provide telecommunications services or technical support services to, those third-party entities that satisfy the conditions in par. (1) or (2) above but only in connection with the

use of services offered by those third-party entities. The bill would specify that the definition of "third-party entity" does not include WiscNet.

In December, 2012, the Legislative Audit Bureau (LAB) issued a report titled "UW System's Role in WiscNet and Grant-Funded Networks." In that report, the LAB noted that UW System institutions, and particularly UW-Madison, are members of a number of regional and national research and education networks including Internet2 and the Northern Tier Network Consortium. These networks allow members to transfer large amounts of data that may be required for various research projects to other members. Under 2011 Act 32, the Board of Regents, an UW institution or UW Colleges campus, or the UW-Extension may be a member, shareholder, or partner in or with any third-party entity that offers, resells, or provides telecommunications services to the general public or to any public or private entity if the third-party or other person is comprised entirely of universities and university-affiliated research facilities. It is believed that the intention of this provision was to allow UW institutions to remain members of national research and education networks such as Internet2 and the Northern Tier Network Consortium. However, the LAB report notes that, although most members of Internet2 and the Northern Tier Network Consortium are universities, both networks do include some number of corporate research entities and government agencies. The Act 32 provision could therefore be interpreted as prohibiting UW institutions from participating in networks such as Internet2 and the Northern Tier Network Consortium. Under the bill, the Board of Regents, an UW institution or UW Colleges campus, or the UW-Extension would be permitted to remain members of these networks and could become members of additional research and education networks with the approval of the Secretary of the Department of Administration.

The WHEG-TCS program provides need-based grants to resident students enrolled at least half-time in Wisconsin technical colleges. Base level funding for the WHEG-TCS program is \$18,797,900 in 2012-13; the bill would provide the same level of funding for the WHEG-TCS program in each year of the biennium. The tuition grant (TG) program provides need-based grants to resident undergraduates enrolled at least half-time in private, nonprofit postsecondary institutions in Wisconsin. Base level funding for the TG program is \$26,870,300 in 2012-13; the bill would provide the same level of funding for the TG program in each year of the biennium.

[Change to UW Compared to AB 40: -\$183,833,100 GPR; -13.0 GPR positions]

[Change to Compensation Reserves Compared to AB 40: \$89,444,500 GPR]

[Change to HEAB Compared to AB 40: -\$63,855,400 GPR, \$58,345,400 PR]



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0491/1
RAC:kjfjf

DOA:.....Boggs, BB0203 – Discretionary merit compensation for UW System
and UW–Madison employees

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION

1 **AN ACT** ...; **relating to:** the budget.

Analysis by the Legislative Reference Bureau

EDUCATION

HIGHER EDUCATION

Current law, with exceptions, prohibits the Board of Regents of the UW System from increasing employee salaries unless the salary increase conforms to the UW employee compensation plan approved by the Joint Committee on Employment Relations. This bill eliminates this restriction on salary increases for UW employees.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

2 **SECTION 1.** 36.09 (1) (j) of the statutes, as affected by 2011 Wisconsin Acts 10
3 and 32, is amended to read:

4 36.09 (1) (j) Except where such matters are a subject of bargaining with a
5 certified representative of a collective bargaining unit under s. 111.91, the board

1 shall establish salaries for persons prior to July 1 of each year for the next fiscal year,
2 and shall designate the effective dates for payment of the new salaries. In the first
3 year of the biennium, payments of the salaries established for the preceding year
4 shall be continued until the biennial budget bill is enacted. If the budget is enacted
5 after July 1, payments shall be made following enactment of the budget to satisfy the
6 obligations incurred on the effective dates, as designated by the board, for the new
7 salaries, subject only to the appropriation of funds by the legislature and s. 20.928
8 (3). This paragraph does not limit the authority of the board to establish salaries for
9 new appointments. ~~The board may not increase the salaries of employees under this~~
10 ~~paragraph unless the salary increase conforms to the proposal as approved under s.~~
11 ~~230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities~~
12 ~~under par. (h), to fund job reclassifications or promotions, or to recognize competitive~~
13 ~~factors. The granting of salary increases to recognize competitive factors does not~~
14 ~~obligate inclusion of the annualized amount of the increases in the appropriations~~
15 ~~under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each~~
16 ~~year, the board shall report to the joint committee on finance and the secretary of~~
17 ~~administration and director of the office of state employment relations concerning~~
18 ~~the amounts of any salary increases granted to recognize competitive factors, and the~~
19 ~~institutions at which they are granted, for the 12-month period ending on the~~
20 ~~preceding June 30.~~

21 (END)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRB-0492/6
RAC:kjf&wlj:rs

DOA:.....Boggs, BB0204 - Compensation Plan and UW System and
UW-Madison employees

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION

1 **AN ACT ...; relating to:** the budget.

Analysis by the Legislative Reference Bureau

EDUCATION

HIGHER EDUCATION

Current law requires that the Board of Regents of the UW System and the chancellor of UW-Madison submit compensation plans for UW employees to the director of the Office of State Employment Relations (OSER), who, after receiving the plans, makes recommendations for UW employee compensation to the Joint Committee on Employment Relations (JCOER) for approval. This bill requires the Board of Regents and the chancellor of UW-Madison to establish compensation plans for UW employees and does not require submission of the plans to the director of OSER for approval by JCOER.

Current law, with exceptions, prohibits the Board of Regents of the UW System from increasing employee salaries unless the salary increase conforms to the UW employee compensation plan approved by the Joint Committee on Employment Relations. This bill eliminates this restriction on salary increases for UW employees.

In addition, the bill eliminates all funding for the Board of Regents of the UW System from the compensation reserve, a pool of moneys used to fund salary adjustments for UW System employees. Instead, salary adjustments will be funded from moneys directly appropriated to the Board of Regents of the UW System.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 ✓ **SECTION 1.** 16.505 (4) (b) of the statutes is amended to read:

2 16.505 (4) (b) ~~Except as provided in par. (e), no~~ No agency may change the
3 funding source for a position authorized under this section unless the position is
4 authorized to be created under a different funding source in accordance with this
5 section.

6 ✓ **SECTION 2.** 16.505 (4) (c) of the statutes is repealed.

7 ✓ **SECTION 3.** 20.865 (intro.) of the statutes is amended to read:

8 **20.865 Program supplements.** (intro.) There is appropriated to the various
9 state agencies from the respective funds and accounts from which their
10 appropriations are financed, the amounts provided in this section as approved by the
11 department of administration under ss. 16.50 and 20.928, but only after the amounts
12 included in the respective program appropriations for the purposes specified in this
13 section have been exhausted. Every expenditure under this section for purposes
14 normally financed by a program revenue appropriation or segregated revenue
15 appropriation from program receipts shall be charged to the appropriate account, but
16 if there are insufficient moneys available in that account, the expenditure shall be
17 charged to the fund from which the appropriation is made. Those general fund
18 expenditures paid from general purpose revenues for purposes financed by program
19 revenues shall be separately accounted for and the general fund, except as otherwise
20 provided in sub. (2) (d), (j) and (t) ~~and s. 36.52~~, shall be reimbursed for those
21 expenditures as soon as moneys become available in the appropriate account.

1 ✓ **SECTION 4.** 20.865 (1) (c) of the statutes, as affected by 2011 Wisconsin Act 32,
2 is amended to read:

3 20.865 (1) (c) *Compensation and related adjustments.* A sum sufficient to
4 supplement the appropriations to state agencies for the cost of compensation and
5 related adjustments approved by the legislature under s. 111.92 for represented
6 employees and by the joint committee on employment relations under s. 230.12 and
7 by the legislature, when required, for nonrepresented employees in the classified
8 service and comparable adjustments for nonrepresented employees in the
9 unclassified service, except those nonrepresented employees specified in ss. 20.923
10 (6) (c) and 230.08 (2) (f), as determined under s. 20.928, ~~other than adjustments~~
11 ~~funded under par. (ej).~~ Unclassified employees included under s. 20.923 (2) need not
12 be paid comparable adjustments.

13 ✓ **SECTION 5.** 20.865 (1) (ci) of the statutes, as affected by 2011 Wisconsin Act 32,
14 is repealed.

 ****NOTE: This SECTION involves a change in an appropriation that must be
reflected in the revised schedule in s. 20.005, stats.

15 ✓ **SECTION 6.** 20.865 (1) (cj) of the statutes is repealed.

 ****NOTE: This SECTION involves a change in an appropriation that must be
reflected in the revised schedule in s. 20.005, stats.

16 ✓ **SECTION 7.** 20.865 (1) (i) of the statutes, as affected by 2011 Wisconsin Act 32,
17 is amended to read:

18 20.865 (1) (i) *Compensation and related adjustments; program revenues.* From
19 the appropriate program revenue and program revenue - service accounts, a sum
20 sufficient to supplement the appropriations to state agencies for the cost of
21 compensation and related adjustments approved by the legislature under s. 111.92
22 for represented employees and by the joint committee on employment relations

1 under s. 230.12 and the legislature, when required for nonrepresented employees in
2 the classified service and comparable adjustments for nonrepresented employees in
3 the unclassified service, except those nonrepresented employees specified in ss.
4 20.923 (6) (c) and 230.08 (2) (f), as determined under s. 20.928, ~~other than~~
5 ~~adjustments funded under par. (e)~~. Unclassified employees included under s. 20.923
6 (2) need not be paid comparable adjustments.

7 ✓ **SECTION 8.** 20.865 (1) (ic) of the statutes, as affected by 2011 Wisconsin Act 32,
8 is repealed.

****NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

9 ✓ **SECTION 9.** 20.865 (1) (si) of the statutes, as affected by 2011 Wisconsin Act 32,
10 is repealed.

****NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

11 ✓ **SECTION 10.** 20.928 (1) of the statutes is amended to read:

12 20.928 (1) Each state agency head shall certify to the department of
13 administration, at such time and in such manner as the secretary of administration
14 prescribes, the sum of money needed by the state agency from the appropriations
15 under s. 20.865 (1) (c), ~~(ei)~~, ~~(ej)~~, (d), (i), ~~(ie)~~, (j), (s), ~~(si)~~, and (t). Upon receipt of the
16 certifications together with such additional information as the secretary of
17 administration prescribes, the secretary shall determine the amounts required from
18 the respective appropriations to supplement state agency budgets.

19 ✓ **SECTION 11.** 20.928 (1m) of the statutes is repealed.

20 ✓ **SECTION 12.** 20.928 (4) of the statutes is repealed.

21 ✓ **SECTION 13.** 36.09 (1) (e) of the statutes, as affected by 2011 Wisconsin Act 32,
22 is amended to read:

1 36.09 (1) (e) The board shall appoint a president of the system; a chancellor for
2 each institution; a dean for each college campus; the state geologist; the director of
3 the laboratory of hygiene; the director of the psychiatric institute; the state
4 cartographer; and the requisite number of officers, other than the vice presidents,
5 associate vice presidents, and assistant vice presidents of the system; faculty;
6 academic staff; and other employees and fix the salaries, subject to the limitations
7 under par. (j) and s. ~~230.12 (3) (e)~~ 36.115, the duties and the term of office for each.
8 The board shall fix the salaries, subject to the limitations under par. (j) and s. ~~230.12~~
9 ~~(3) (e)~~ 36.115, and the duties for each chancellor, vice president, associate vice
10 president, and assistant vice president of the system. No sectarian or partisan tests
11 or any tests based upon race, religion, national origin, or sex shall ever be allowed
12 or exercised in the appointment of the employees of the system.

13 ✓ **SECTION 14.** 36.09 (1) (j) of the statutes is amended to read:

14 36.09 (1) (j) Except where such matters are a subject of bargaining with a
15 certified representative of a collective bargaining unit under s. 111.91, the board
16 shall establish salaries for persons prior to July 1 of each year for the next fiscal year,
17 and shall designate the effective dates for payment of the new salaries. In the first
18 year of the biennium, payments of the salaries established for the preceding year
19 shall be continued until the biennial budget bill is enacted. If the budget is enacted
20 after July 1, payments shall be made following enactment of the budget to satisfy the
21 obligations incurred on the effective dates, as designated by the board, for the new
22 salaries, subject only to the appropriation of funds by the legislature and s. 20.928
23 (3). This paragraph does not limit the authority of the board to establish salaries for
24 new appointments. ~~The board may not increase the salaries of employees under this~~
25 ~~paragraph unless the salary increase conforms to the proposal as approved under s.~~

230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors. The granting of salary increases to recognize competitive factors does not obligate inclusion of the annualized amount of the increases in the appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each year, the board shall report to the joint committee on finance and the secretary of administration and director of the office of state employment relations concerning the amounts of any salary increases granted to recognize competitive factors, and the institutions at which they are granted, for the 12-month period ending on the preceding June 30.

✓ SECTION 15. 36.115 (title) of the statutes is amended to read:

36.115 (title) Personnel systems; compensation.

✓ SECTION 16. 36.115 (7) of the statutes is created to read:

36.115 (7) (a) The board shall establish compensation plans for all system employees except system employees assigned to the University of Wisconsin-Madison.

(b) The chancellor shall establish compensation plans for all system employees assigned to the University of Wisconsin-Madison.

✓ SECTION 17. 36.52 of the statutes, as affected by 2011 Wisconsin Act 32, is repealed.

✓ SECTION 18. 230.03 (8m) of the statutes is created to read:

230.03 (8m) "Continuous service" means service performed while employed by a state agency or by the Board of Regents of the University of Wisconsin System.

✓ SECTION 19. 230.12 (3) (e) (title) of the statutes, as affected by 2011 Wisconsin Act 32, is amended to read:

230.12 (3) (e) (title) ~~University of Wisconsin System senior executives, faculty,~~
~~and academic staff employees; Wisconsin Technical College System senior executives.~~

3 **SECTION 20.** 230.12 (3) (e) 1. of the statutes, as affected by 2011 Wisconsin Act
4 32, is repealed.

5 **SECTION 21.** 230.12 (3) (e) 2. of the statutes is renumbered 230.12 (3) (e).

6 (END)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRBb0188/1 RMR*

RAC: /.....

ys

LFB:.....Pope - UW Compensation and Personnel System

FOR 2013-2015 BUDGET — NOT READY FOR INTRODUCTION

ASSEMBLY AMENDMENT ,

TO ASSEMBLY BILL 40

SA 11 ✓
SA 13 ✓

1 At the locations indicated, amend the bill as follows:

2 **1.** Page 75, line 16: delete lines 16 to 21. ✓

3 **2.** Page 393, line 10: delete the material beginning with that line and ending
4 with page 395, line 7.

5 **3.** Page 401, line 20: delete the material beginning with that line and ending
6 with page 402, line 4.

7 **4.** Page 418, line 7: delete the material beginning with that line and ending
8 with page 419, line 18.

9 **5.** Page 421, line 22: delete lines 22 and 23.

10 **6.** Page 421, line 23: after that line insert:

1 **“SECTION 586d.** 36.115 (5) (a) of the statutes is amended to read:

2 36.115 (5) (a) The personnel systems developed under subs. (2) and (3) shall be
3 implemented on July 1, 2013 2015.

History: 2011 a. 32.

4 **SECTION 586h.** 36.115 (6) of the statutes is amended to read:

5 36.115 (6) All system employees holding positions in the classified or
6 unclassified service of the civil service system under ch. 230 on June 30, 2013 2015,
7 shall be included in the personnel systems developed under subs. (2) and (3). System
8 employees holding positions in the classified service on June 30, 2013 2015, who have
9 achieved permanent status in class on that date, shall retain, while serving in the
10 positions in the system, those protections afforded employees in the classified service
11 under ss. 230.34 (1) (a) and 230.44 (1) (c) relating to demotion, suspension, discharge,
12 layoff, or reduction in base pay. Such employees shall also have reinstatement
13 privileges to the classified service as provided under s. 230.31 (1). System employees
14 holding positions in the classified service on June 30, 2013 2015, who have not
15 achieved permanent status in class on that date are eligible to receive the
16 protections, privileges, and rights preserved under this subsection if they
17 successfully complete service equivalent to the probationary period required in the
18 classified service for the positions which they hold on that date.”.

History: 2011 a. 32.

19 **7.** Page 421, line 24: delete the material beginning with that line and ending
20 with page 422, line 5.

21 **8.** Page 428, line 9: delete lines 9 and 10.

22 **9.** Page 896, line 6: delete lines 6 to 8.

23 **10.** Page 897, line 14: delete lines 14 to 20.

11. Page 1010, line 13: after that line insert:

“SECTION 2365m. 2011 Wisconsin Act 32, section 9452 (1d) is amended to read:

[2011 Wisconsin Act 32] Section 9452 (1d) UNIVERSITY OF WISCONSIN. The treatment of sections 16.705 (1r) (d) and (e), (2), (3) (intro.), 16.71 (1m) (by SECTION 241f) and (4), 16.72 (8), 16.73 (5), 16.78 (1), 16.993 (7), of the statutes takes effect on July 1, 2013, and the treatment of sections 19.42 (13) (b), (c), and (cm), 19.45 (11) (a) and (b), 20.865 (1) (c), (ci), (i), (ic), (s), and (si), 20.916 (10), 20.923 (4g), (5), (6) (Lm) and (m), (14) (b), (15) (b), and (16), 36.09 (1) (e), (i), (j), and (k), 36.15 (2), 36.30, 36.52, 40.02 (30), 111.335 (1) (cv), 111.81 (7) (ar) and (at), 111.815 (1) and (2), 111.825 (1r), (1t), (2) (a), (b), (c), (f), (g), (h), and (i), (3), (4), (6), and (7), 111.83 (5) (a), (b), and (c), 111.84 (2) (c), 111.91 (4), 111.93 (2) and (3), 111.935 (2), 230.01 (1), 230.03 (3), (6), (6m), (10h), and (13), 230.08 (2) (cm), (d), (dm), and (k), 230.10 (2), 230.12 (1) (a) 1. b. and (3) (e) (title) and 1., and 230.34 (1) (ar) of the statutes, the repeal of sections 36.58 (5) and 230.143 (1) and (2) of the statutes, the renumbering of sections 111.83 (7) and 111.85 (5) of the statutes, the renumbering and amendment of sections 16.417 (2) (f), 111.92 (1) (a), and 230.143 (intro.) of the statutes, the creation of sections 16.417 (2) (f) 2., 111.83 (7) (b), 111.85 (5) (b), and 111.92 (1) (a) 2. and 3. of the statutes, ~~and~~ SECTIONS ~~9152 (1c)~~ of this act ~~take~~ ^e ~~takes~~ effect on July 1, 2013 2015.”

12. Page 1079, line 25: after that line insert:

“(1m) UNIVERSITY OF WISCONSIN PERSONNEL SYSTEM. The treatment of section 36.115 (5) (a) and (6) of the statutes and SECTION of this act takes effect retroactively on June 29, 2013.”

(END)

2365M
2365m

no
strike



LFB:.....Pope – UW Compensation and Personnel System

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION
ASSEMBLY AMENDMENT ,
TO ASSEMBLY BILL 40

1 At the locations indicated, amend the bill as follows:

2 **1.** Page 75, line 16: delete lines 16 to 21.

3 **2.** Page 393, line 10: delete the material beginning with that line and ending
4 with page 395, line 7.

5 **3.** Page 401, line 20: delete the material beginning with that line and ending
6 with page 402, line 4.

7 **4.** Page 418, line 7: delete the material beginning with that line and ending
8 with page 419, line 18.

9 **5.** Page 421, line 22: delete lines 22 and 23.

10 **6.** Page 421, line 23: after that line insert:

1 **“SECTION 586d.** 36.115 (5) (a) of the statutes is amended to read:

2 36.115 (5) (a) The personnel systems developed under subs. (2) and (3) shall be
3 implemented on July 1, ~~2013~~ 2015.

4 **SECTION 586h.** 36.115 (6) of the statutes is amended to read:

5 36.115 (6) All system employees holding positions in the classified or
6 unclassified service of the civil service system under ch. 230 on June 30, ~~2013~~ 2015,
7 shall be included in the personnel systems developed under subs. (2) and (3). System
8 employees holding positions in the classified service on June 30, ~~2013~~ 2015, who have
9 achieved permanent status in class on that date, shall retain, while serving in the
10 positions in the system, those protections afforded employees in the classified service
11 under ss. 230.34 (1) (a) and 230.44 (1) (c) relating to demotion, suspension, discharge,
12 layoff, or reduction in base pay. Such employees shall also have reinstatement
13 privileges to the classified service as provided under s. 230.31 (1). System employees
14 holding positions in the classified service on June 30, ~~2013~~ 2015, who have not
15 achieved permanent status in class on that date are eligible to receive the
16 protections, privileges, and rights preserved under this subsection if they
17 successfully complete service equivalent to the probationary period required in the
18 classified service for the positions which they hold on that date.”.

19 **7.** Page 421, line 24: delete the material beginning with that line and ending
20 with page 422, line 5.

21 **8.** Page 428, line 9: delete lines 9 and 10.

22 **9.** Page 896, line 6: delete lines 6 to 8.

23 **10.** Page 897, line 14: delete lines 14 to 20.

24 **11.** Page 1010, line 13: after that line insert:

“SECTION 2365m. 2011 Wisconsin Act 32, section 9452 (1d) is amended to read:

[2011 Wisconsin Act 32] Section 9452 (1d) UNIVERSITY OF WISCONSIN. The treatment of sections 16.705 (1r) (d) and (e), (2), (3) (intro.), 16.71 (1m) (by SECTION 241f) and (4), 16.72 (8), 16.73 (5), 16.78 (1), and 16.993 (7), of the statutes takes effect on July 1, 2013, and the treatment of sections 19.42 (13) (b), (c), and (cm), 19.45 (11) (a) and (b), 20.865 (1) (c), (ci), (i), (ic), (s), and (si), 20.916 (10), 20.923 (4g), (5), (6) (Lm) and (m), (14) (b), (15) (b), and (16), 36.09 (1) (e), (i), (j), and (k), 36.15 (2), 36.30, 36.52, 40.02 (30), 111.335 (1) (cv), 111.81 (7) (ar) and (at), 111.815 (1) and (2), 111.825 (1r), (1t), (2) (a), (b), (c), (f), (g), (h), and (i), (3), (4), (6), and (7), 111.83 (5) (a), (b), and (c), 111.84 (2) (c), 111.91 (4), 111.93 (2) and (3), 111.935 (2), 230.01 (1), 230.03 (3), (6), (6m), (10h), and (13), 230.08 (2) (cm), (d), (dm), and (k), 230.10 (2), 230.12 (1) (a) 1. b. and (3) (e) (title) and 1., and 230.34 (1) (ar) of the statutes, the repeal of sections 36.58 (5) and 230.143 (1) and (2) of the statutes, the renumbering of sections 111.83 (7) and 111.85 (5) of the statutes, the renumbering and amendment of sections 16.417 (2) (f), 111.92 (1) (a), and 230.143 (intro.) of the statutes, the creation of sections 16.417 (2) (f) 2., 111.83 (7) (b), 111.85 (5) (b), and 111.92 (1) (a) 2. and 3. of the statutes,~~and~~ SECTIONS 9152 (1e) of this act take effect on July 1, 2013 2015.”.

12. Page 1079, line 25: after that line insert:

“(1q) UNIVERSITY OF WISCONSIN PERSONNEL SYSTEM. The treatment of section 36.115 (5) (a) and (6) of the statutes and SECTION 2365m of this act takes effect retroactively on June 29, 2013.”.

(END)

STATE OF WISCONSIN - LEGISLATIVE REFERENCE BUREAU

LRB

Research (608-266-0341)

Library (608-266-7040)

Legal (608-266-3561)

LRB

LRB 60188/2dn
RAC: cjs

D-Note
—date—

The only change ^{is} is to take out the
word "retroactively" on page 3, line
21.

RAC

DRAFTER'S NOTE
FROM THE
LEGISLATIVE REFERENCE BUREAU

LRBb0188/2dn
RAC:cjs:jm

May 28, 2013

The only change is to take out the word “retroactively” on page 3, line 21.

Rick A. Champagne
Senior Legislative Attorney
Phone: (608) 266-9930
E-mail: rick.champagne@legis.wisconsin.gov



State of Wisconsin
2013 - 2014 LEGISLATURE



LRBb0188/2
RAC:cjs:jm

3
L + jld

LFB:.....Pope – UW Compensation and Personnel System

FOR 2013-2015 BUDGET -- NOT READY FOR INTRODUCTION
ASSEMBLY AMENDMENT ,
TO ASSEMBLY BILL 40

and substitute
H 1 (SA) ✓

1 At the locations indicated, amend the bill as follows:

2 *Fix Component* 1. Page 75, line 16: delete lines 16 to 21 *be*

3 2. Page 393, line 10: delete the material beginning with that line and ending
4 with page 395, line 7.

5 3. Page 401, line 20: delete the material beginning with that line and ending
6 with page 402, line 4.

7 4. Page 418, line 7: delete the material beginning with that line and ending
8 with page 419, line 18.

9 5. Page 421, line 22: delete lines 22 and 23.

10 6. Page 421, line 23: after that line insert:

1 **“SECTION 586d.** 36.115 (5) (a) of the statutes is amended to read:

2 36.115 **(5)** (a) The personnel systems developed under subs. (2) and (3) shall be
3 implemented on July 1, ~~2013~~ 2015.

4 **SECTION 586h.** 36.115 (6) of the statutes is amended to read:

5 36.115 **(6)** All system employees holding positions in the classified or
6 unclassified service of the civil service system under ch. 230 on June 30, ~~2013~~ 2015,
7 shall be included in the personnel systems developed under subs. (2) and (3). System
8 employees holding positions in the classified service on June 30, ~~2013~~ 2015, who have
9 achieved permanent status in class on that date, shall retain, while serving in the
10 positions in the system, those protections afforded employees in the classified service
11 under ss. 230.34 (1) (a) and 230.44 (1) (c) relating to demotion, suspension, discharge,
12 layoff, or reduction in base pay. Such employees shall also have reinstatement
13 privileges to the classified service as provided under s. 230.31 (1). System employees
14 holding positions in the classified service on June 30, ~~2013~~ 2015, who have not
15 achieved permanent status in class on that date are eligible to receive the
16 protections, privileges, and rights preserved under this subsection if they
17 successfully complete service equivalent to the probationary period required in the
18 classified service for the positions which they hold on that date.”.

19 **7.** Page 421, line 24: delete the material beginning with that line and ending
20 with page 422, line 5.

21 **8.** Page 428, line 9: delete lines 9 and 10.

22 **9.** Page 896, line 6: delete lines 6 to 8.

23 **10.** Page 897, line 14: delete lines 14 to 20.

24 **11.** Page 1010, line 13: after that line insert:

1 **"SECTION 2365m.** 2011 Wisconsin Act 32, section 9452 (1d) is amended to read:

2 [2011 Wisconsin Act 32] Section 9452 (1d) UNIVERSITY OF WISCONSIN. The
3 treatment of sections 16.705 (1r) (d) and (e), (2), (3) (intro.), 16.71 (1m) (by SECTION
4 241f) and (4), 16.72 (8), 16.73 (5), 16.78 (1), and 16.993 (7), of the statutes takes effect

5 on July 1, 2013, and the treatment of sections 19.42 (13) (b), (c), and (cm), 19.45 (11)

6 (a) and (b), 20.865 (1) (c), (ci), (i), (ic), (s), and (si), ~~20.916 (10), 20.923 (4g), (5), (6) (Lm)~~
7 and (m), (14) (b), (15) (b), and (16), 36.09 (1) (e), (i), (j), and (k), 36.15 (2), 36.30, 36.52,

8 40.02 (30), 111.335 (1) (cv), 111.81 (7) (ar) and (at), 111.815 (1) and (2), 111.825 (1r),

9 (1t), (2) (a), (b), (c), (f), (g), (h), and (i), (3), (4), (6), and (7), 111.83 (5) (a), (b), and (c),

10 111.84 (2) (c), 111.91 (4), 111.93 (2) and (3), 111.935 (2), 230.01 (1), 230.03 (3), (6), (6m),

11 (10h), and (13), 230.08 (2) (cm), (d), (dm), and (k), 230.10 (2), 230.12 (1) (a) 1. b. and

12 (3) (e) (title) and 1., and 230.34 (1) (ar) of the statutes, the repeal of sections 36.58

13 (5) and 230.143 (1) and (2) of the statutes, the renumbering of sections 111.83 (7) and

14 111.85 (5) of the statutes, the renumbering and amendment of ~~sections 16.417 (2) (f),~~ ✓ ~~Set~~

15 111.92 (1) (a), and 230.143 (intro.) of the statutes, the creation of sections ~~16.417 (2)~~

16 ~~(f) 2., 111.83 (7) (b), 111.85 (5) (b), and 111.92 (1) (a) 2. and 3. of the statutes, and~~

17 SECTIONS ~~9152 (1e) of this act~~ take effect on July 1, 2013 2015". ✓

18 **12.** Page 1079, line 25: after that line insert:

19 “(1q) UNIVERSITY OF WISCONSIN PERSONNEL SYSTEM. The treatment of section (s)

20 36.115 (5) (a) and (6) of the statutes and SECTION 2365m of this act takes effect on

21 June 29, 2013.”.

22 (END)

16.505 (2 m) and ✓

(A)

Section #. 16.505 (2m) of the statutes is amended to read:

67m
67M ← (B)

16.505 (2m) The board of regents of the University of Wisconsin System or the chancellor of the University of Wisconsin–Madison may create or abolish a full–time equivalent position or portion thereof, other than positions funded from the appropriation under s. 20.285 (1) (a). Beginning on July 1, ~~2013~~ ²⁰¹⁵, all positions authorized for the University of Wisconsin shall not be included in any state position report. No later than the last day of the month following completion of each calendar quarter, the board of regents shall report to the department and the cochairpersons of the joint committee on finance concerning the number of full–time equivalent positions created or abolished by the board under this subsection during the preceding calendar quarter and the source of funding for each such position.

↑↑↑

History: 1977 c. 196, 418; 1979 c. 34; 1981 c. 20; 1983 a. 27; 1987 a. 27; 1989 a. 31, 127; 1991 a. 39, 269; 1993 a. 16; 1995 a. 27; 1997 a. 27; 2001 a. 16, 109; 2005 a. 25; 2009 a. 28, 276; 2011 a. 10, 32; s. 13.92 (2) (i).

(end Ins A)



State of Wisconsin
2013 - 2014 LEGISLATURE



LRBb0188/3
RAC:cjs&jld:jm

RMF

LFB:.....Pope – UW Compensation and Personnel System

FOR 2013-2015 BUDGET — NOT READY FOR INTRODUCTION
ASSEMBLY AMENDMENT ,
TO ASSEMBLY BILL 40

1 At the locations indicated, amend the bill as follows:

2 **1.** Page 75, line 16: delete lines 16 to 21 and substitute:

3 “**SECTION 67m.** 16.505 (2m) of the statutes is amended to read:

4 16.505 (2m) The board of regents of the University of Wisconsin System or the
5 chancellor of the University of Wisconsin–Madison may create or abolish a full–time
6 equivalent position or portion thereof, other than positions funded from the
7 appropriation under s. 20.285 (1) (a). Beginning on July 1, 2013 2015, all positions
8 authorized for the University of Wisconsin shall not be included in any state position
9 report. No later than the last day of the month following completion of each calendar
10 quarter, the board of regents shall report to the department and the cochairpersons
11 of the joint committee on finance concerning the number of full–time equivalent

positions created or abolished by the board under this subsection during the preceding calendar quarter and the source of funding for each such position.”.

2. Page 393, line 10: delete the material beginning with that line and ending with page 395, line 7.

3. Page 401, line 20: delete the material beginning with that line and ending with page 402, line 4.

4. Page 418, line 7: delete the material beginning with that line and ending with page 419, line 18.

5. Page 421, line 22: delete lines 22 and 23.

6. Page 421, line 23: after that line insert:

“**SECTION 586d.** 36.115 (5) (a) of the statutes is amended to read:

36.115 (5) (a) The personnel systems developed under subs. (2) and (3) shall be implemented on July 1, 2013 2015.”

SECTION 586h. 36.115 (6) of the statutes is amended to read:

36.115 (6) All system employees holding positions in the classified or unclassified service of the civil service system under ch. 230 on June 30, 2013 2015, shall be included in the personnel systems developed under subs. (2) and (3). System employees holding positions in the classified service on June 30, 2013 2015, who have achieved permanent status in class on that date, shall retain, while serving in the positions in the system, those protections afforded employees in the classified service under ss. 230.34 (1) (a) and 230.44 (1) (c) relating to demotion, suspension, discharge, layoff, or reduction in base pay. Such employees shall also have reinstatement privileges to the classified service as provided under s. 230.31 (1). System employees holding positions in the classified service on June 30, 2013 2015, who have not

1 achieved permanent status in class on that date are eligible to receive the
2 protections, privileges, and rights preserved under this subsection if they
3 successfully complete service equivalent to the probationary period required in the
4 classified service for the positions which they hold on that date.”.

5 **7.** Page 421, line 24: delete the material beginning with that line and ending
6 with page 422, line 5.

7 **8.** Page 428, line 9: delete lines 9 and 10.

8 **9.** Page 896, line 6: delete lines 6 to 8.

9 **10.** Page 897, line 14: delete lines 14 to 20.

10 **11.** Page 1010, line 13: after that line insert:

11 “**SECTION 2365m.** 2011 Wisconsin Act 32, section 9452 (1d) is amended to read:

12 [2011 Wisconsin Act 32] Section 9452 (1d) UNIVERSITY OF WISCONSIN. The
13 treatment of sections 16.705 (1r) (d) and (e), (2), (3) (intro.), 16.71 (1m) (by SECTION
14 241f) and (4), 16.72 (8), 16.73 (5), 16.78 (1), ~~and 16.993 (7)~~ ^{and 20.916 (10)} of the statutes takes effect
15 on July 1, 2013, ^{plain} and the treatment of sections 19.42 (13) (b), (c), and (cm), 19.45 (11)
16 (a) and (b), 20.865 (1) (c), (ci), (i), (ic), (s), and (si), ~~20.916 (10)~~, 20.923 (4g), (5), (6) (Lm)
17 and (m), (14) (b), (15) (b), and (16), 36.09 (1) (e), (i), (j), and (k), 36.15 (2), 36.30, 36.52,
18 40.02 (30), 111.335 (1) (cv), 111.81 (7) (ar) and (at), 111.815 (1) and (2), 111.825 (1r),
19 (1t), (2) (a), (b), (c), (f), (g), (h), and (i), (3), (4), (6), and (7), 111.83 (5) (a), (b), and (c),
20 111.84 (2) (c), 111.91 (4), 111.93 (2) and (3), 111.935 (2), 230.01 (1), 230.03 (3), (6), (6m),
21 (10h), and (13), 230.08 (2) (cm), (d), (dm), and (k), 230.10 (2), 230.12 (1) (a) 1. b. and
22 (3) (e) (title) and 1., and 230.34 (1) (ar) of the statutes, the repeal of sections 36.58
23 (5) and 230.143 (1) and (2) of the statutes, the renumbering of sections 111.83 (7) and
24 111.85 (5) of the statutes, the renumbering and amendment of sections ~~16.417 (2) (f),~~

✓
Insert
A

1 111.92 (1) (a), and 230.143 (intro.) of the statutes, the creation of sections ~~16.417 (2)~~
2 ~~(f) 2,~~ 111.83 (7) (b), 111.85 (5) (b), and 111.92 (1) (a) 2. and 3. of the statutes, and
3 ~~SECTIONS 9152 (1e) of this act~~ take effect on July 1, ~~2013~~ 2015.”

4 **12.** Page 1079, line 25: after that line insert:

5 “(1q) UNIVERSITY OF WISCONSIN PERSONNEL SYSTEM. The treatment of sections
6 16.505 (2m) and 36.115 (5) (a) and (6) of the statutes and SECTION 2365m of this act
7 take effect on June 29, 2013.”.

8 (END)

A

, the renumbering and amendment of
section 16.417 (2) (f) [✓] of the
statutes, and the creation of
section 16.417 (2) (f) 2. [✓] of the
statutes

(end insert A)



State of Wisconsin
2013 – 2014 LEGISLATURE



LRBb0188/4
RAC:cjs&jld:ph

LFB:.....Pope – UW Compensation and Personnel System

FOR 2013-2015 BUDGET — NOT READY FOR INTRODUCTION
ASSEMBLY AMENDMENT ,
TO ASSEMBLY BILL 40

1 At the locations indicated, amend the bill as follows:

2 **1.** Page 75, line 16: delete lines 16 to 21 and substitute:

3 **“SECTION 67m.** 16.505 (2m) of the statutes is amended to read:

4 16.505 (2m) The board of regents of the University of Wisconsin System or the
5 chancellor of the University of Wisconsin–Madison may create or abolish a full–time
6 equivalent position or portion thereof, other than positions funded from the
7 appropriation under s. 20.285 (1) (a). Beginning on July 1, 2013 2015, all positions
8 authorized for the University of Wisconsin shall not be included in any state position
9 report. No later than the last day of the month following completion of each calendar
10 quarter, the board of regents shall report to the department and the cochairpersons
11 of the joint committee on finance concerning the number of full–time equivalent

1 positions created or abolished by the board under this subsection during the
2 preceding calendar quarter and the source of funding for each such position.”.

3 **2.** Page 393, line 10: delete the material beginning with that line and ending
4 with page 395, line 7.

5 **3.** Page 401, line 20: delete the material beginning with that line and ending
6 with page 402, line 4.

7 **4.** Page 418, line 7: delete the material beginning with that line and ending
8 with page 419, line 18.

9 **5.** Page 421, line 22: delete lines 22 and 23.

10 **6.** Page 421, line 23: after that line insert:

11 “**SECTION 586d.** 36.115 (5) (a) of the statutes is amended to read:

12 36.115 (5) (a) The personnel systems developed under subs. (2) and (3) shall be
13 implemented on July 1, 2013 2015.

14 **SECTION 586h.** 36.115 (6) of the statutes is amended to read:

15 36.115 (6) All system employees holding positions in the classified or
16 unclassified service of the civil service system under ch. 230 on June 30, 2013 2015,
17 shall be included in the personnel systems developed under subs. (2) and (3). System
18 employees holding positions in the classified service on June 30, 2013 2015, who have
19 achieved permanent status in class on that date, shall retain, while serving in the
20 positions in the system, those protections afforded employees in the classified service
21 under ss. 230.34 (1) (a) and 230.44 (1) (c) relating to demotion, suspension, discharge,
22 layoff, or reduction in base pay. Such employees shall also have reinstatement
23 privileges to the classified service as provided under s. 230.31 (1). System employees
24 holding positions in the classified service on June 30, 2013 2015, who have not

1 achieved permanent status in class on that date are eligible to receive the
2 protections, privileges, and rights preserved under this subsection if they
3 successfully complete service equivalent to the probationary period required in the
4 classified service for the positions which they hold on that date.”.

5 **7.** Page 421, line 24: delete the material beginning with that line and ending
6 with page 422, line 5.

7 **8.** Page 428, line 9: delete lines 9 and 10.

8 **9.** Page 896, line 6: delete lines 6 to 8.

9 **10.** Page 897, line 14: delete lines 14 to 20.

10 **11.** Page 1010, line 13: after that line insert:

11 **“SECTION 2365m.** 2011 Wisconsin Act 32, section 9452 (1d) is amended to read:

12 [2011 Wisconsin Act 32] Section 9452 (1d) UNIVERSITY OF WISCONSIN. The
13 treatment of sections 16.705 (1r) (d) and (e), (2), (3) (intro.), 16.71 (1m) (by SECTION
14 241f) and (4), 16.72 (8), 16.73 (5), 16.78 (1), 16.993 (7), and 20.916 (10) of the statutes,
15 the renumbering and amendment of section 16.417 (2) (f) of the statutes, and the
16 creation of section 16.417 (2) (f) 2. of the statutes take effect on July 1, 2013, and the
17 treatment of sections 19.42 (13) (b), (c), and (cm), 19.45 (11) (a) and (b), 20.865 (1) (c),
18 (ci), (i), (ic), (s), and (si), ~~20.916 (10)~~, 20.923 (4g), (5), (6) (Lm) and (m), (14) (b), (15)
19 (b), and (16), 36.09 (1) (e), (i), (j), and (k), 36.15 (2), 36.30, 36.52, 40.02 (30), 111.335
20 (1) (cv), 111.81 (7) (ar) and (at), 111.815 (1) and (2), 111.825 (1r), (1t), (2) (a), (b), (c),
21 (f), (g), (h), and (i), (3), (4), (6), and (7), 111.83 (5) (a), (b), and (c), 111.84 (2) (c), 111.91
22 (4), 111.93 (2) and (3), 111.935 (2), 230.01 (1), 230.03 (3), (6), (6m), (10h), and (13),
23 230.08 (2) (cm), (d), (dm), and (k), 230.10 (2), 230.12 (1) (a) 1. b. and (3) (e) (title) and
24 1., and 230.34 (1) (ar) of the statutes, the repeal of sections 36.58 (5) and 230.143 (1)

1 and (2) of the statutes, the renumbering of sections 111.83 (7) and 111.85 (5) of the
2 statutes, the renumbering and amendment of sections ~~16.417 (2) (f)~~, 111.92 (1) (a),
3 and 230.143 (intro.) of the statutes, the creation of sections ~~16.417 (2) (f) 2.~~, 111.83
4 (7) (b), 111.85 (5) (b), and 111.92 (1) (a) 2. and 3. of the statutes, and ~~SECTIONS 9152~~
5 ~~(1e) of this act~~ take effect on July 1, ~~2013~~ 2015.”.

6 **12.** Page 1079, line 25: after that line insert:

7 “(1q) UNIVERSITY OF WISCONSIN PERSONNEL SYSTEM. The treatment of sections
8 16.505 (2m) and 36.115 (5) (a) and (6) of the statutes and SECTION 2365m of this act
9 take effect on June 29, 2013.”.

10 (END)